



# Intelligent People Management.

**ASX:IHR - A look at 2019 and beyond**

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[www.intellihr.com.au](http://www.intellihr.com.au)

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# An Exciting Growth Company

Australian technology business developing and currently marketing a next-generation cloud-based people management and data analytics platform.

Delivered by a SaaS business model, it is disruptive with advanced technology leveraging AI specifically Natural Language Processing.  
Scalable to a global market and industry agnostic.

Public Listed Company **ASX:IHR**  
Admitted to the list of the ASX on  
**23 January 2018**

**\$4.77 Million**  
Cash reserves as at 30 June 2018

**37** Paying Customers

Profile brands including:



Number of  
software releases: **502**



Australian team: ..... **45**



Engineering: ..... **22**



Customer Acquisition  
and Delivery: ..... **20**



Corporate Support: ..... **3**

**ELEVEN** X PARTNERS

**3,700** paying employees + volunteers

# SAAS BUSINESS MODEL



## DISRUPTIVE

Innovation through leading edge technology

Thought leadership on people, performance and culture

Challenging expensive implementation & ongoing costs of competitors



## CUSTOMER CENTRIC

All about the customer

Delivering a measured ROI for customers

Involve customers in product development

Building a strong customer community



## SCALABLE

Industry agnostic

Geographically expandable to a global market

Strong direct channel

Building a partner ecosystem for accelerated scale



## SUBSCRIPTION BASED

Recurring revenue on long-term contracts

One platform.  
One price

One set monthly fee to access everything

# Why we are essential

We transform **workplaces** for the better for the people that work in them.

Straight out of the box, we are people management and digital transformation agents.

**OUR SOFTWARE HELPS COMPANIES**



Create  
strategic  
alignment



Put a  
spotlight on  
culture



Improve  
employee  
experience



Increase  
leadership  
capabilities



Elevate a  
focus risk  
+ governance



Generation of ROI from  
their People Strategies

Top and bottom line benefits.  
We reduce costs and increase  
productivity – essential strategic tool.

# Why we are essential

We transform workplaces for the better for the **people** that work in them.

Straight out of the box, we deliver a positive user experience leading to fast adoption.

**OUR SOFTWARE HELPS *PEOPLE***



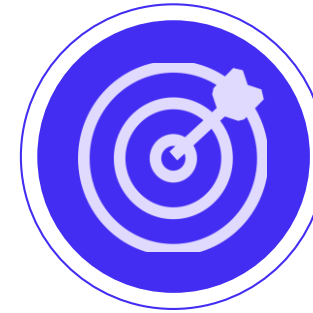
Know what  
is expected of them



Have meaningful  
Conversations



Perform  
better



Be aligned with  
purpose



See important  
data in real-time



Generation of ROI from  
their People Strategies

Top and bottom line benefits.  
We reduce costs and increase  
productivity – essential strategic tool.



# 2018 Financial Summary

	2018 \$	2017 \$	Change \$	Change %
Revenue from ordinary activities	313,501	80,944	232,557	287.3%
Net loss for the year attributable to members	(4,679,807)	(2,274,704)	(2,405,103)	105.7%
Basic and Diluted Earnings per share (cents per share)	(5.34)	(3.95)	(1.39)	35.2%
Net tangible asset backing per ordinary share	0.04	0.01	0.03	300.0%





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# GROWTH PROFILE

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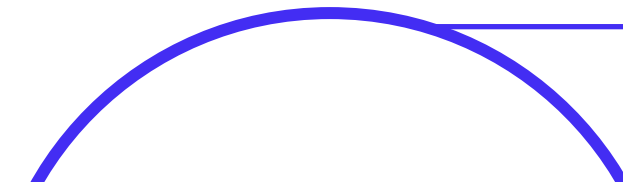


The best way to predict  
the future is to create it.

PETER DRUCKER

# Our Story

A LONG WAY IN JUST 4 YEARS



## 2018

ASX listed company  
48 staff including independent directors  
37 customers in 2 Countries  
4,000 plus users across the globe in 5 Countries  
Revenues fast growing

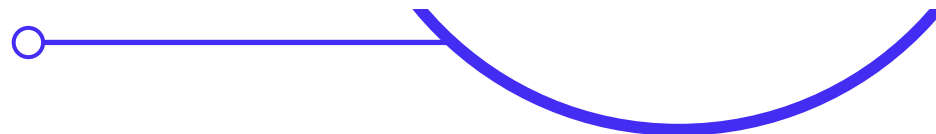
## Value Proposition

- Deliver first class customer service transforming workplaces for the better
- Enable digital transformation with advanced & fast evolving technology with AI
  - Deliver ROI on people strategies for customers

Our strategic HR application is the essential tool for high performing businesses.

## 2014

1 staff member...  
A passion for people,  
technology and performance



# Growth Track Record

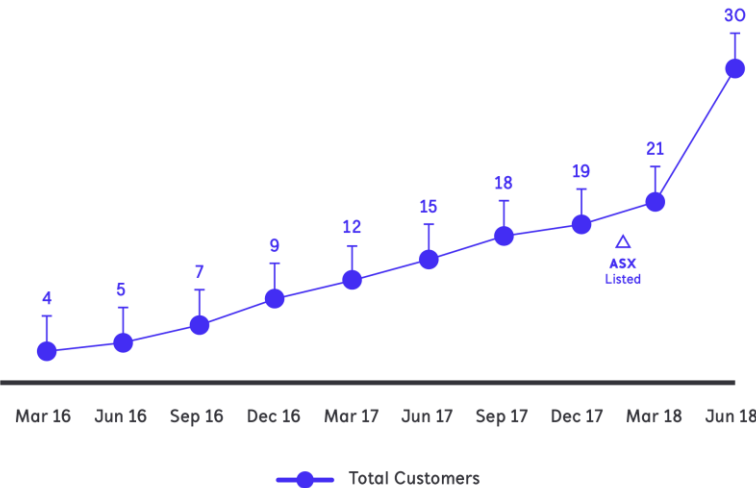
## TECHNOLOGY

Fast product development



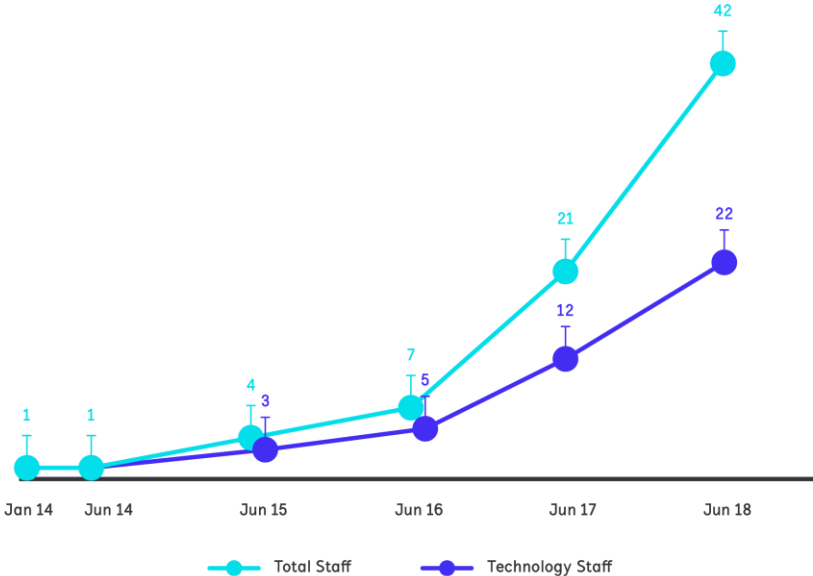
## CUSTOMER

New customer velocity acceleration



## PEOPLE

Mobilising a quality & engaged workforce at pace



# Simple Execution Plan

## QUALITY

People	✓
Product	✓
Performance & Security	✓
Research & Development	✓
Customer Success (service)	✓
Customers	✓
Partners	✓
Integrations	✓

## SPEED

Product Evolution	✓
Customer acquisition	✓
Customer onboarding	✓
User Adoption	✓
Global footprint	

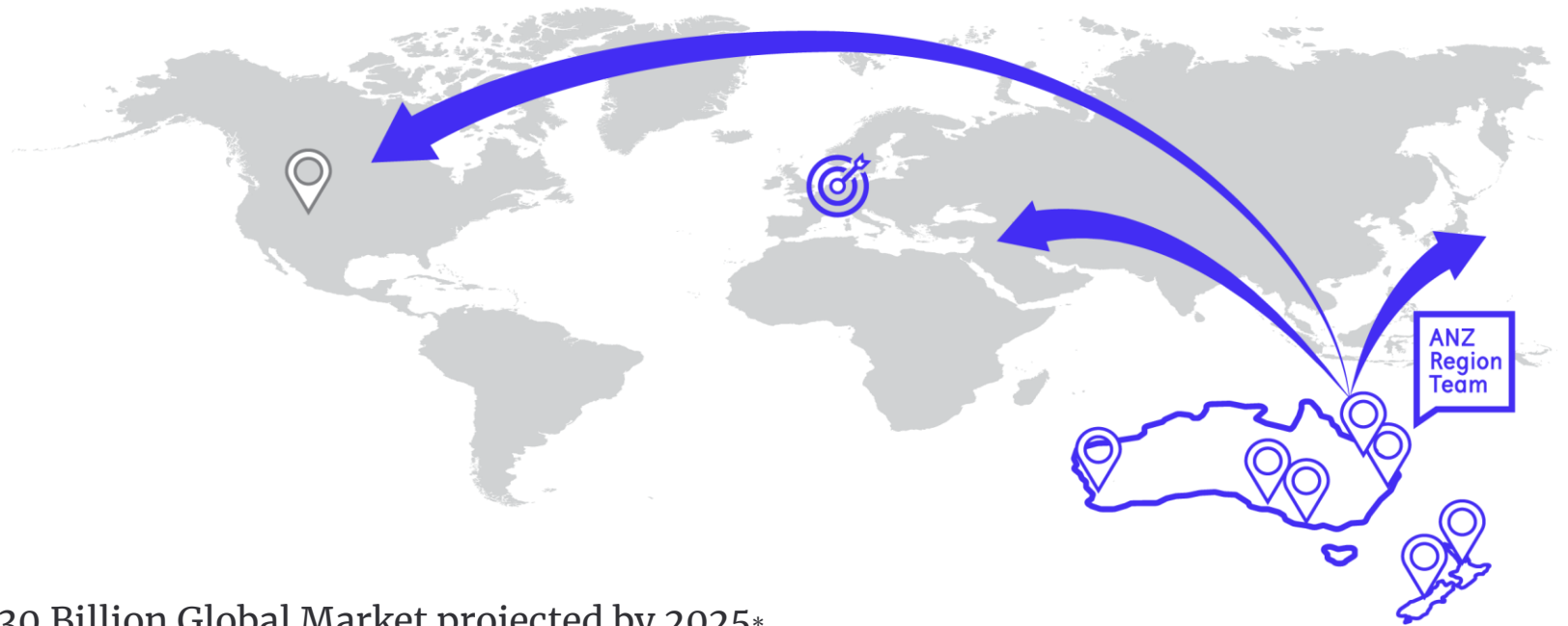
## GO GLOBAL

Australia	✓
New Zealand	✓
UK	
Europe	
US	
Asia	
Africa	

**Execution = Exponential revenue growth**

# Getting on with going Global

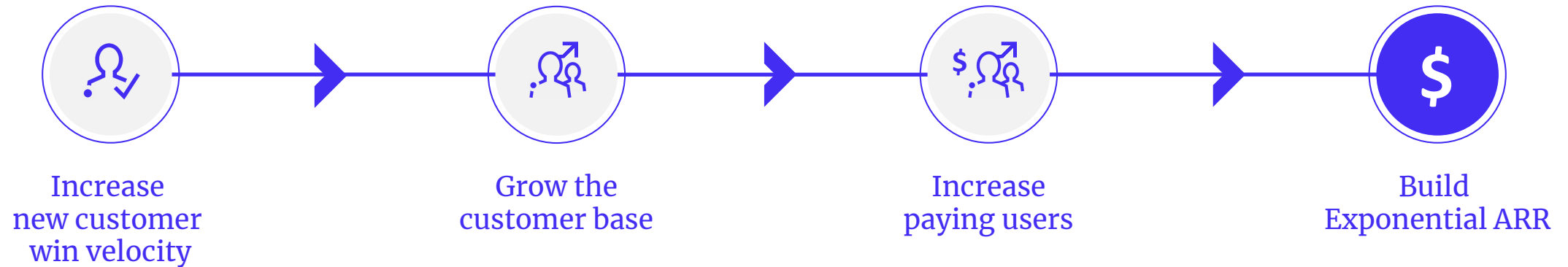
- Early success in NZ and fast building a replicable entry platform for other countries.
- US coming on but UK is next target.
- Partner program key to success and will accelerate global expansion.



\$30 Billion Global Market projected by 2025\*

\*According to a report by Grand View Research, Inc. the global [human resource management market](#) size is projected to attain USD 30.0 billion by 2025. Increasing need for managing widespread workforce and growing demand for replacing legacy systems with improved human capital management platforms are anticipated to fuel market growth.

# Growth Plan



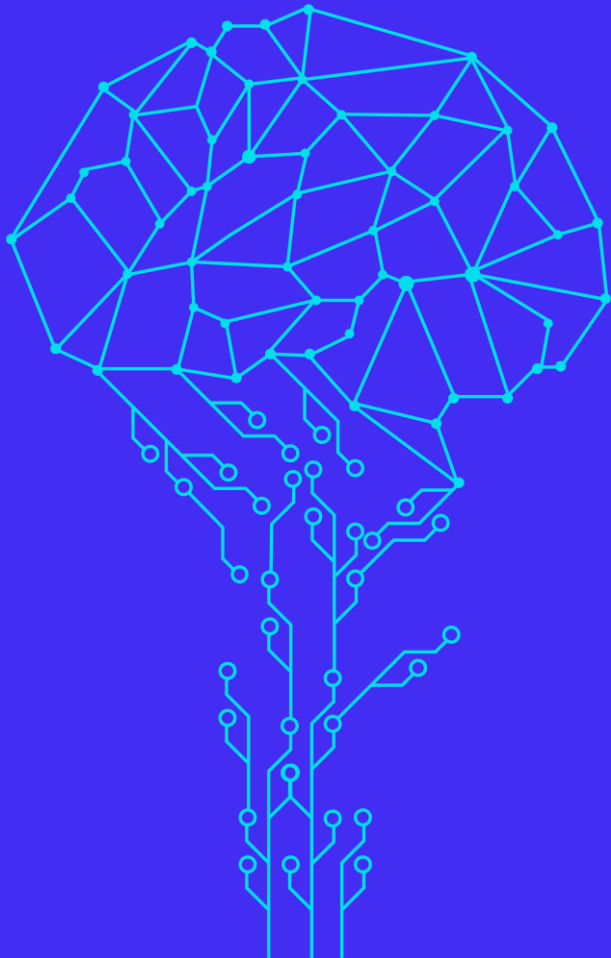
## 2019

- 70/30 direct to partner Channel Split
- Increase sales team to 10 direct sales persons (6 now)
- Increase sales rate per month per sales person (1 now)
- Increase qualified sales pipeline (111 now)
- Increase win rate (20% now)
- Increase partner closed deals per month (1 per quarter now)
- Complete priority integrations & sell in online marketplaces (first is close with Xero)

## BEYOND 2019

- 30/70 direct to partner channel split
- Replicate Partner Program globally
- Grow direct sales force globally to 30 staff with local representatives in Australia, NZ, UK, Europe, North America, Asia
- Strong online marketplace

# Advancing our Technology



intelliHR has a focus on Artificial Intelligence (AI) and machine learning to add value to our customers. We support our customers with Intelligence Augmentation (IA) capabilities, cutting across all the data flowing through our platform.

- Internationalisation
- Public API's & Integrations
- Predictive capabilities & Natural Language Generation
- New age of communication channel integrations & user preferences
- Creating a disruptive consumer product – more to follow later this year

PROVEN SUCCESS

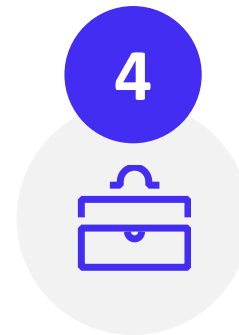
# CUSTOMER TRANSFORMATIONS



Jan 2018 Go Live



DIFFERENT  
PERFORMANCE  
REVIEW PROCESSES



DIFFERENT  
BUSINESS  
UNITS



DIFFERENT  
COUNTRIES



AVERAGE  
HAPINESS  
SCORE /10



July 2018 Go Live

TEN YEARS WORTH

of historical data uploaded into  
their platform (all across 2 weeks)



PROVEN SUCCESS

# CUSTOMER TRANSFORMATIONS



**240 HOURS SAVED**

Saved 3 hours per employee  
across onboarding process  
(80+ employees)

May 2017 Go Live



August 2017 Go Live

*"We went from  
**64% to 85%** on  
Great Places  
to Work"*



May 2017  
Go Live

**100%**

Blue Card Management  
Compliance for 638 staff

PROVEN SUCCESS

# CUSTOMER TRANSFORMATIONS

>95%

People with established  
goals after we went live

99%

**Adoption**

across leaders and  
staff completing continuous  
performance process

49 clicks to 6

"for our people completing  
their performance reviews."



>81%

positive sentiment  
score across our people





# Talented People

intelliHR Scooped the Gold Medal in  
HRD Employer of Choice 2018 Awards

